

Personnel Visibility Transformation Plan Tables

Personnel Visibility

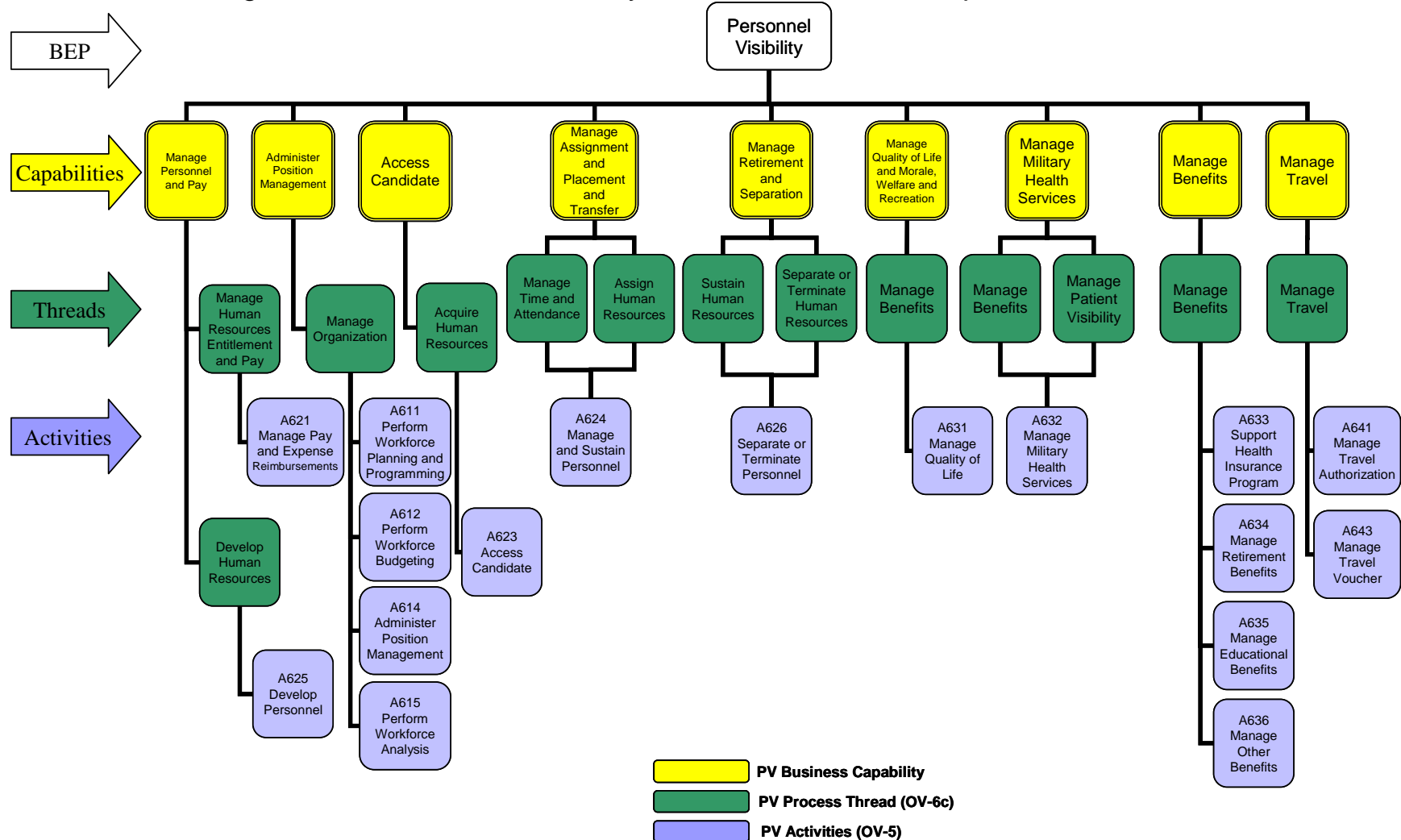
Personnel Visibility (PV) is real time, reliable information that provides visibility of military service members, civilian employees, military retirees, contractors (in theater), and other U.S. personnel, across the full spectrum – during peacetime and war, through mobilization and demobilization, for deployment and redeployment, while assigned in a theater of operation, at home base, and into retirement. This includes ensuring timely and accurate access to compensation and benefits for DoD personnel and their families and ensuring that Combatant Commanders have access to the timely and accurate data on personnel and their skill sets.

Benefits of Personnel Visibility will include providing timely and accurate cross-Service information on personnel; integrating Active, Reserve, and Guard personnel pay and human resources processes; providing a single, comprehensive record of service throughout a Service member's life; ensuring accountability and care for family members; providing visibility of DoD personnel preparing for, executing, or completing official government travel; transforming civilian HR processes and HR service delivery; and reducing lost medical records. Commanders and/or managers will have the ability to access personnel information on everyone assigned to their organization. Additionally, Personnel Visibility will improve and facilitate in-transit visibility of patients for commanders and/or managers by providing a joint theater-level picture of patient movement, current diagnostic status, injury type (battle injury/non-disease battle injury), length of stay in military treatment facility, and patient disposition. One of the Personnel & Readiness organization's top priorities is to achieve total personnel visibility and accountability to include: military service members, civilian employees, military retirees, and other U.S. personnel in theater of operations (including contractors and other federal employees).

Role of the BEA in Achieving Personnel Visibility

The BEA represents the "To Be" end state, which is not an isolated goal, but a means to achieve specific business capabilities to attain the BEP, identify elements of the BEA that specifically enable attainment of the BEP and describe how those elements add value for this specific BEP. Figure E1-1 and Table E1-1 provide additional detail on the PV Business Capabilities their relationship to the architecture and capability targets. Table E1-2 provides a mapping of the Business Capabilities and the DoD Enterprise-Level or DoD Component-level system or initiative that enables the capability.

Figure E1-1: Personnel Visibility and the Business Enterprise Architecture



Targets and Metrics for Personnel Visibility Business Capabilities

Table E1-1: Targets and Metrics for Business Capabilities

<p>Capability: Manage Personnel and Pay - This capability encompasses all functions associated with entry to/exit from the organization; profile record management; career development and management; execution of human resources policies, procedures, and employee information management; and administering, authorizing and calculating pay. This capability includes the following: accession, recruitment, strength management, placement and assignment, position fill management and classification, budget justification, resource utilization projections, adverse actions, time and attendance tracking, human resources reporting, education, training and development, competency management, performance review and administration (including the promotion process). This capability also includes pay administration and policy, leave calculation, annuitant and retirement pay, special pay and entitlements, pay authorization and calculation, pay adjustments, allotments, bonds, garnishments and offsets, Thrift Savings Plan calculation, payroll and tax reporting, travel pay and other reimbursables.</p>		
6-Month Business Capability Targets	12-Month Business Capability Targets	18-Month Business Capability Targets
<ul style="list-style-type: none"> • Continue to prepare for the Transformation of DoD Personnel/Pay systems to be integrated and to improve timely availability of accurate human resource data to Services, warfighters, and managers at all levels within 24 hours. of input • Continue to standardize personnel information • Continue to establish standard data elements generated from the set of common personnel processes and business rules across all Services/Components 	<ul style="list-style-type: none"> • Begin transformation of DoD Personnel/Pay systems • Continue to standardize and implement personnel information • Continue to establish and begin to implement standard data elements across all Services/Components 	<ul style="list-style-type: none"> • Continue in the transformation of the DoD Personnel/Pay systems • Continue to standardize personnel information • Continue to establish and implement standard data elements across all Services/Components
<p>Key Performance Parameters:</p> <p>Military Personnel and Pay:</p> <ul style="list-style-type: none"> • Provide accurate and timely data on personnel assets • Standardize data across services and components • Track reservists for pay and service credit • Track all military, civilian and contract personnel into and around theater • Provide integrated personnel and pay functions <p>Civilian Personnel and Pay:</p> <ul style="list-style-type: none"> • Plan and formulate civilian personnel programs • Administer services for Military Departments and Defense Agencies • Consolidate a number of common personnel functions <p>DCPDS reached full operational capability on September 27, 2002.</p>		

Capability: Administer Position Management - All capabilities associated with developing, analyzing and implementing position plans, managing strength levels against those plans. This includes integrating force structure requirements into personnel functions enabling proper utilization of Department of Defense human resources through structuring organizations validating organizations against budgetary constraints, establishing and allocating positions, and managing programs required to support strategic goals.		
6-Month Business Capability Targets	12-Month Business Capability Targets	18-Month Business Capability Targets
<ul style="list-style-type: none"> • Development of a data warehouse capability with enhanced corporate reporting functionality to provide DoD Enterprise-wide data to support senior leaders and managers • Implement DoD Enterprise-wide tools for use with advanced reporting and data warehousing capability • Deploy data warehouse capability by 2006 for civilian personnel • Addition of more robust access through employee self-service 	<ul style="list-style-type: none"> • Preparation of a business case analysis for an integrated staffing solution to enhance staffing and recruitment functions being integrated with e-Gov Recruitment One-Stop • Completion of business case analysis for an integrated DoD HR/payroll provides baseline economic case for development and implementation. 	<ul style="list-style-type: none"> • Continue in the transformation of the DoD Personnel/Pay systems • Continue to standardize personnel information • Continue to establish and implement standard data elements across all Services/Components
Key Performance Parameters: DCPDS reached full operational capability on September 27, 2002. <ul style="list-style-type: none"> • Plan and formulate civilian personnel programs • Administer services for Military Departments and Defense Agencies • Consolidate a number of common personnel functions 		

<p>Capability: Access Candidate - This capability includes all activities associated with recruiting, identifying, evaluating, and selecting a candidate(s) to fill a position or organizational requirement. Personnel Visibility includes military recruiting (access) and civilian recruiting. Military Recruiting; Access: includes the establishment of the initial record in the Human Resources Management system. The scope of these activities range from receiving guidance and interpreting recruiting policy, programming resources, planning program execution and conducting recruiting operations (from initial identification and screening of potential prior service and non-prior service enlistees and officer candidates through initial processing at the Military Entrance Processing Stations and subsequent training locations (such as lead-in processing at Officer Candidate Schools, Basic Training, before the formal training begins)). This may consist of the use of incentives, bonuses and scholarships. Civilian recruiting includes the entire scope of recruiting to include accessions.</p>		
6-Month Business Capability Targets	12-Month Business Capability Targets	18-Month Business Capability Targets
<ul style="list-style-type: none"> • Development of a data warehouse capability with enhanced corporate reporting functionality will provide DoD Enterprise-wide data to support senior leaders and managers • Implement DoD Enterprise-wide tools for use with advanced reporting and data warehousing capability • Deploy data warehouse capability by 2006 for civilian personnel • Continue to prepare for the Transformation of DoD Personnel/Pay systems relative to recruiting and accession, to be integrated and to improve timely availability of accurate human resource data to Services and managers at all levels within 24 hours of input • Continue to standardize personnel information relative to recruiting and accession • Continue to establish standard data elements generated from the set of common personnel and recruiting and accession processes and business rules across all Services/Components 	<ul style="list-style-type: none"> • Preparation of a business case analysis for an integrated staffing solution to enhance staffing and recruitment functions being integrated with e-Gov Recruitment One-Stop • Begin transformation of DoD Personnel/Pay systems relative to recruiting and accession • Continue to standardize and implement personnel information relative to recruiting and accession • Continue to establish and begin to implement standard data elements across all Services/Components 	<ul style="list-style-type: none"> • Continue in the transformation of the DoD Personnel/Pay systems relative to recruiting and accession • Continue to standardize personnel, recruiting and accession information • Continue in the transformation of the DoD Personnel/Pay systems • Continue to standardize personnel information • Continue to establish and implement standard data elements across all Services/Components • Continue to establish and implement standard data elements across all Services/Components
<p>Key Performance Parameters: DCPDS reached full operational capability on September 27, 2002.</p> <p>Civilian Personnel and Pay:</p> <ul style="list-style-type: none"> • Plan and formulate civilian personnel programs • Administer services for Military Departments and Defense Agencies • Consolidate a number of common personnel functions <p>Military Personnel and Pay:</p> <ul style="list-style-type: none"> • Provide accurate and timely data on personnel assets • Provide integrated personnel and pay functions 		

Capability: Manage Assignment and Placement and Transfer - All capabilities associated with assigning, placing against positions (e.g., planning and identifying placement requirements, determining candidate eligibility and suitability, providing placement advisory services, processing placement actions, etc.), and/or transferring Department of Defense members and employees.		
6-Month Business Capability Targets	12-Month Business Capability Targets	18-Month Business Capability Targets
<ul style="list-style-type: none"> • Development of a data warehouse capability with enhanced corporate reporting functionality will provide DoD Enterprise-wide data to support senior leaders and managers • Implement DoD Enterprise-wide tools for use with advanced reporting and data warehousing capability • Deploy data warehouse capability by 2006 for civilian personnel • Continue to prepare for the Transformation of DoD Personnel/Pay systems to be integrated and to improve timely availability of accurate human resource data to Services, warfighters, and managers at all levels within 24 hours. of input • Continue to standardize personnel information • Continue to establish standard data elements generated from the set of common personnel processes and business rules across all Service/Components 	<ul style="list-style-type: none"> • Preparation of a business case analysis for an integrated staffing solution to enhance staffing and recruitment functions being integrated with e-Gov Recruitment One-Stop • Begin transformation of DoD Personnel/Pay systems • Continue to standardize and implement personnel information • Continue to establish and begin to implement standard data elements across all Services/Components 	<ul style="list-style-type: none"> • Continue in the transformation of the DoD Personnel/Pay systems • Continue to standardize personnel information • Continue to establish and implement standard data elements across all Services/Components
Key Performance Parameters: Military Personnel and Pay: <ul style="list-style-type: none"> • Provide accurate and timely data on personnel assets • Standardize data across services and components • Track reservists for pay and service credit • Track all military, civilian and contract personnel into and around theater • Provide integrated personnel and pay functions Civilian Personnel and Pay: <ul style="list-style-type: none"> • Plan and formulate civilian personnel programs • Administer services for Military Departments and Defense Agencies • Consolidate a number of common personnel functions DCPDS reached full operational capability on September 27, 2002.		

Capability: Manage Retirement and Separation - This capability includes the actions associated with DoD terminating affiliation with accessed persons (e.g., military, civilian, coalition force members, volunteers, and contract personnel). It includes voluntary separation (e.g., resignations, contract completion), involuntary separation (e.g., adverse actions), civilian retirement, and death. It also includes identifying losses which are used to identify replacement needs, perform final out-processing functions (e.g., exit interview, travel arrangement), and document the termination of the specific affiliation.		
6-Month Business Capability Targets	12-Month Business Capability Targets	18-Month Business Capability Targets
<ul style="list-style-type: none"> • Development of a data warehouse capability with enhanced corporate reporting functionality will provide DoD Enterprise-wide data to support senior leaders and managers • Implement DoD Enterprise-wide tools for use with advanced reporting and data warehousing capability • Deploy data warehouse capability by 2006 for civilian personnel • Continue to prepare for the Transformation of DoD Personnel/Pay systems to be integrated and to improve timely availability of accurate human resource data to Services, warfighters, and managers at all levels within 24 hours. of input • Continue to standardize personnel information • Continue to establish standard data elements generated from the set of common personnel processes and business rules across all Service/Components 	<ul style="list-style-type: none"> • Begin transformation of DoD Personnel/Pay systems • Continue to standardize and implement personnel information • Continue to establish and begin to implement standard data elements across all Services/Components 	<ul style="list-style-type: none"> • Continue in the transformation of the DoD Personnel/Pay systems • Continue to standardize personnel information • Continue to establish and implement standard data elements across all Services/Components
Key Performance Parameters: Military Personnel and Pay : <ul style="list-style-type: none"> • Provide accurate and timely data on personnel assets • Standardize data across services and components • Track reservists for pay and service credit • Track all military, civilian and contract personnel into and around theater • Provide integrated personnel and pay functions Civilian Personnel and Pay: <ul style="list-style-type: none"> • Plan and formulate civilian personnel programs • Administer services for Military Departments and Defense Agencies • Consolidate a number of common personnel functions DCPDS reached full operational capability on September 27, 2002.		

Capability: Manage Quality of Life and Morale, Welfare and Recreation - This capability includes all actions associated with maintaining or improving a person's personal time opportunities, personal support infrastructure, and a person's dignity/rights in the work place. This includes supporting Morale, Welfare and Recreation (MWR); family support; and casualty assistance and social action programs.		
6-Month Business Capability Targets	12-Month Business Capability Targets	18-Month Business Capability Targets
<ul style="list-style-type: none"> • Continue to prepare for the Transformation of DoD Personnel/Pay systems, relative to personnel and family support and quality of life, to be integrated and to improve timely availability of accurate human resource data • Continue to standardize personnel information relative to personnel and family support and quality of life • Continue to establish standard data elements generated from the set of common personnel processes and business rules, relative to personnel and family support and quality of life, across all Service/Components 	<ul style="list-style-type: none"> • Begin transformation of DoD systems • Continue to standardize and implement personnel information • Continue to establish and begin to implement standard data elements across all Services/Components 	<ul style="list-style-type: none"> • Continue in the transformation of the DoD systems • Continue to standardize personnel information • Continue to establish and implement standard data elements across all Services/Components
Key Performance Parameters: Military Personnel and Pay: <ul style="list-style-type: none"> • Provide accurate and timely data on personnel assets • Standardize data across services and components • Track reservists for pay and service credit • Track all military, civilian and contract personnel into and around theater • Provide integrated personnel and pay functions 		

Capability: Manage Military Health Services - This capability provides direction, resources, health care providers, eligibility, enrollment and other means necessary to promote the health of the DoD TRICARE beneficiary population. This includes developing and promoting health awareness issues to educate customers; discovering and resolving environmentally based health threats; providing health services, including preventive care and problem intervention; and improving the means and methods for maintaining the health of the beneficiary population by constantly evaluating the performance of the health care services system.		
6-Month Business Capability Targets	12-Month Business Capability Targets	18-Month Business Capability Targets
<ul style="list-style-type: none"> • Increase the percentage of patients who are satisfied with care in MTFs to 88.6% • Increase system availability to 99.15% for those sites that are operational • Decrease the number of direct care system admissions/1000 for active duty population to be reported for 9 common diagnoses to 2.81 • Increase the number of patient encounters in CHCS II to 7.0M 	<ul style="list-style-type: none"> • Increase the percentage of patients who are satisfied with care in MTFs to 88.7% • Increase system availability to 99.25% for those sites that are operational • Decrease the number of direct care system admissions/1000 for active duty population to be reported for 9 common diagnoses to 2.75 • Increase the number of patient encounters in CHCS II to 22.0M 	
Key Performance Parameters: <ul style="list-style-type: none"> • System availability of 99.15% for those sites that are operational • Decrease the number of direct care system admissions/1000 for active duty population to be reported for 9 common diagnoses to 2.81 • Increase the percentage of patients who are satisfied with care in MTFs to 88.6% • Increase the number of patient encounters to 22.0M 		

Capability: Manage Benefits - This capability is associated with the management of benefits to support DoD Quality of Life programs. This activity also includes indirect compensation, wage supplements, indirect payments, and provision of Morale, Welfare, and Recreation Programs (including Chaplain programs, commissary, exchange, and other Non-Appropriated Fund (NAF) operations). This includes medical, dental, life and long-term insurance; pension/retirement; flexible spending; disability benefits; entitlements; benefits eligibility, including management of housing and educational benefits, enrollment and termination; tracking of health care administrators; savings management (Thrift/Bonds); and benefits reporting.		
6-Month Business Capability Targets	12-Month Business Capability Targets	18-Month Business Capability Targets
<ul style="list-style-type: none"> • Continue to prepare for the Transformation of DoD Personnel/Pay systems, relative to benefits to be integrated and to improve timely availability of accurate human resource data • Continue to standardize personnel information relative to benefits • Continue to establish standard data elements generated from the set of common personnel processes and business rules, relative to benefits, across all Service/Components 	<ul style="list-style-type: none"> • Begin transformation of DoD Personnel/Pay systems • Continue to standardize and implement personnel information • Continue to establish and begin to implement standard data elements across all Services/Components 	<ul style="list-style-type: none"> • Continue in the transformation of the DoD Personnel/Pay systems • Continue to standardize personnel information • Continue to establish and implement standard data elements across all Services/Components
Key Performance Parameters: Military Personnel and Pay: <ul style="list-style-type: none"> • Provide accurate and timely data on personnel assets • Standardize data across services and components • Track reservists for pay and service credit • Track all military, civilian and contract personnel into and around theater • Provide integrated personnel and pay functions Civilian Personnel and Pay: <ul style="list-style-type: none"> • Plan and formulate civilian personnel programs • Administer services for Military Departments and Defense Agencies Consolidate a number of common personnel functions Composite Health Care II: <ul style="list-style-type: none"> • System availability of 99.15% for those sites that are operational • Decrease the number of direct care system admissions/1000 for active duty population to be reported for 9 common diagnoses to 2.81 • Increase the percentage of patients who are satisfied with care in MTFs to 88.6% • Increase the number of patient encounters to 22.0M 		

Capability: Manage Travel - This activity authorizes and documents all types of official travel (e.g. initial hire/first duty station travel, Temporary Duty (TDY) travel, and Permanent Duty Travel (PDT)). This includes verifying a travel authorization, required documentation, and traveler's eligibility and credentials (e.g., security clearance, passport, visa, foreign area clearance); initiating and finalizing travel requests and authorizations; gathering information necessary to create a travel authorization for individual or group travel; verifying funds availability; arranging travel accommodations (e.g., airlines, rental car, lodging); estimating travel costs; completing and issuing travel authorizations to the traveler and Financial Visibility to obligate funds; and capturing traveler visibility and related travel execution information needed to initiate the traveler's reimbursement.		
6-Month Business Capability Targets	12-Month Business Capability Targets	18-Month Business Capability Targets
<ul style="list-style-type: none"> • Continue to transform and deliver the automated travel capabilities across the Department • Implement enhancements to existing travel capabilities using a spiral enhancement release • Convert all DoD contracts to centralized management under Small Business set-aside or Full & Open competition 	<ul style="list-style-type: none"> • Continue to transform and deliver the automated travel capabilities across the Department • Continue to implement enhancements to existing travel capabilities using a spiral enhancement release • Continue to convert all DoD contracts to centralized management under Small Business set-aside or Full & Open competition 	<ul style="list-style-type: none"> • Accommodate temporary duty travel requirements for all DoD personnel
Key Performance Parameters: <ul style="list-style-type: none"> • % of reduction in voucher computation costs • % DTS system availability – 95 % standard • % Time to create authorization in DTS is less than 6 minutes 90% of the time • Sample data by Service and Military Agency at sites that have adopted DTS – 50 % threshold 		

Role of Systems and Initiatives in Achieving Personnel Visibility

Table E1-2: Systems/Initiatives Mapping to Business Capabilities

	System/Initiative	How Provides or Supports	Manage Personnel and Pay	Administer Position Management	Access Candidate	Manage Assignment and Placement and Transfer	Manage Retirement and Separation	Manage Quality of Life and Morale and Welfare and Recreation	Manage Military Health Services	Manage Benefits	Manage Travel
Enterprise Systems	Defense Integrated Military Human Resource System (DIMHRS)	EW	●		●	●	●	●		●	
	Defense Travel System (DTS)	EW									●
	Composite Health Care System II (CHCS II)	EW							●	●	
	Defense Civilian Personnel Data System (DCPDS)	EW	●	●	●	●	●	●		●	
Component Systems	TBD										

Enterprise/Component Systems and Initiatives use the following notation:

- S (DoD Enterprise-wide Standard) – if the primary end product of the System/Initiative is a standard, enter an “S” for How Provides or Supports and enter an “●” under each Business Capability directly supported by the standard
- EW (DoD Enterprise-wide) – if the System/Initiative provides a homogeneous implementation of the capability to the entire department (one solution that all DoD uses), enter “EW” for How Provides or Supports and “●” for each Business Capability provided
- EL (Enterprise-level) – if the System/Initiative provides a heterogeneous rollup of information to upper management (one solution that DoD leadership uses), enter “EL” for How Provides or Supports and “●” for each Business Capability provided

Enterprise System: Defense Integrated Military Human Resources System (DIMHRS)

Description and Objective: DIMHRS is the vehicle through which the Department of Defense (DoD) is revolutionizing military personnel and pay to support the 21st century warfighter. DIMHRS (Pers/Pay) will be a fully integrated, all-Service, all-Component, military personnel and pay system that will support military personnel throughout their careers and retirement - in peacetime and war. Once developed and implemented, DIMHRS will ensure accurate and timely pay and benefits for Service members and their families – anytime, anywhere.

Approach:

The developmental process used for DIMHRS consists of the following 5 phases:

- Plan & Analysis – Completed
- Design – Completed
- Develop – DIMHRS is currently in this stage of system development
- Test – This phase is scheduled to begin in FY06 and will occur throughout the development process
- Implement – DIMHRS will be implemented incrementally beginning with the Army, Air Force, Navy and finally the Marine Corps, in that order

Benefits:

- Integrates Personnel and Pay
- Enables full integration of human resources customer service for the Service member and the DoD
- Integrates Active, Reserve, and Guard personnel, pay, and human resources processes
- Provides a single, comprehensive record of service throughout a Service member's life
- Enables a cross-Service support capability
- Enables a full self-service support capability
- Fully tracks personnel on temporary duty assignments and will also enable the full documentation of health and safety incidents in the permanent record
- Provides timely and accurate cross-Service information of personnel, their qualification, their success, and their retention
- Ensures accountability and care for family members
- Full tracks all skill sets: those competencies required by the position and those held by the Service member, competencies will be matched between Service members and potential positions and any discrepancies or additional training requirements will be identified prior to assignment
- Replaces at least 80 legacy systems
- Achieves 3 of the Secretary of Defense's "Top "10" Priorities"
- Improves force manning (Develop 21st century human resource approach)
- Streamlines DoD processes
- Improves interagency processes, focus and integration

6-Month Outcomes/Targets

- Continue systems development in preparation of subsuming the personnel and pay functionality from 120 legacy systems

12-Month Outcomes/Targets

- Continue systems development in preparation of subsuming the personnel and pay functionality from 120 legacy systems
- ARMY IOC 7/2007

18-Month Outcomes/Targets

- Continue systems development in preparation of subsuming the personnel and pay functionality from 120 legacy systems

Note: The DIMHRS program is being re-baselined and as a result the dates may change. Any changes will be incorporated in the next version of the ETP.

Enterprise System: Defense Travel System (DTS)

Description and Objective: DTS transforms what is currently a paper-based, labor – intensive travel process into a fully automated and web – based system that will support official travel. When fully implemented, DTS will be the designated single standard system for temporary duty travel requirements for all DoD personnel.

Approach:

- DTS is currently operational at 4,450 DoD sites
- During FY05, DTS is scheduled to be deployed to service and agency Phase II sites
- Award Small Business Commercial Travel Office (CTO) contracts
- Award Full and Open CTO contract while consolidating the existing DoD travel service contracts under one management entity

Benefits:

- At FOC, DTS will provide DoD with a seamless, paperless TDY travel system
- Reduces cost to the Department that is associated with arranging, documenting and reimbursement processes associated with official government travel
- Shortens the time between requesting and receiving reimbursement for travel
- Reduces delinquent travel card payments by allowing split disbursement, scheduling partial payments and providing a charge card vendor interface
- Provides visibility of DoD personnel preparing for, executing or completing official government travel

6-Month Outcomes/Targets

- Deploy DTS to scheduled FY05 service and agency Phase II sites
- Award Small Business Commercial Travel Office (CTO) contracts and award the Full and Open CTO contract while consolidating the existing DoD travel service contracts under one management entity
- Monroe software Presidential release is planned for 3rd Qtr 05

12-Month Outcomes/Targets

- Q. Adams software Presidential release is planned for release in late spring or early summer FY06
- FOC 9/2006

18-Month Outcomes/Targets

Enterprise System: Composite Health Care System II (CHCS II)

Description and Objective: CHCS II is the military medical and dental clinical information system that will generate and maintain a comprehensive, life-long, computer-based patient record for each Military Health System (MHS) beneficiary.

Approach:

- CHCS II will be deployed to the DoD over an 8 year period. Initial deployment training began in Jan 2004

Benefits:

- Reduces the number of lost medical records
- Eliminates the need for the member or beneficiary to hand carry records
- Allows for real time entry and visibility of medical entries
- Improves medical care by eliminating the need for handwritten notes that must be transcribed
- Provides for more efficient patient check-in
- Tracks patients
- Allows for more accurate diagnostic coding

6-Month Outcomes/Targets

- Subsume some CHCS ambulatory encounter documentation; Consult Tracking; Alerts and Reminders; and Role Based Security into CHCS II by 12/2006
- Complete Block 1 Worldwide Implementation of CHCS II to 51 Sites
- Begin to subsume SRTS1 Spectacle Request Transmission Capabilities into CHCS II by 6/2007
- Complete migration from CIW to CHCS II by 5/2005

12-Month Outcomes/Targets

- Complete Block 1 Worldwide Implementation of CHCS II to additional 32 Sites
- Continue to subsume CHCS ambulatory encounter documentation; Consult Tracking; Alerts and Reminders; and Role Based Security into CHCS II by 12/2006
- Continue to subsume SRTS I Spectacle Request Transmission System I Capabilities into CHCS II by 6/2007

18-Month Outcomes/Targets

- Complete Block 1 Worldwide Implementation of CHCS II to additional 49 Sites. FOC Block 1 12/2006
- Continue to subsume CHCS ambulatory encounter documentation; Consult Tracking; Alerts and Reminders; and Role Based Security into CHCS II by 12/2006
- Continue to subsume SRTS I Spectacle Request Transmission System I Capabilities into CHCS II by 6/2007

Enterprise System: Defense Civilian Personnel Data System (DCPDS)

Description and Objective: DCPDS is a single, web-based Human Resources (HR) system that standardizes civilian HR processes and promotes efficiency of HR service delivery. The system uses a standard, easy-to-follow user interface to provide HR specialists, managers, and administrative specialists HR information at their fingertips. DCPDS is also the largest automated HR system in the world, containing over 800,000 civilian employee records and over 1.5 million position records. DCPDS replaced ten legacy civilian HR systems, and supports all targeted DoD civilian employees and organizations.

Approach:

- The DCPDS reached FOC on September 27, 2002. Civilian Personnel Management Service (CPMS) managed DCPDS development and deployment, and currently administers the operation, maintenance, and sustainment of DCPDS through a contract with Lockheed Martin Information Technology (LMIT). The sustainment phase includes the addition of system enhancements, to add new functionality or enhance existing capabilities. The migration of DCPDS from a client-server to a web-based environment was completed in 2003, upgrading the application software to the newest release. With the upgrade to this web-based version, users access the DCPDS application via a standard web browser, taking advantage of internet technology and improved system navigation.

Benefits:

- Supports all targeted DoD civilian employees and organizations
- Transforms civilian HR processes and HR service delivery
- Replaced 10 legacy civilian HR systems
- Processes civilian personnel transactions, generates reports and maintains employee history
- Provides web-based access
- Provides interface with the DoD automated payroll system
- Provides personnel management information to supervisors' and managers' desktop computers
- Provides corporate civilian workforce information to senior DoD leaders
- Saves DoD over \$200M per year during the systems' 15-year life cycle

6-Month Outcomes/Targets

- Identify goals and develop an implementation strategy for integrating modules supporting functionality currently provided by stand-alone applications
- Identify goals and develop implementation strategy for integrating civilian payroll functionality into the enterprise human resources system

12-Month Outcomes/Targets

- Continue to identify goals and develop an implementation strategy for integrating modules supporting functionality currently provided by stand-alone applications
- Continue to identify goals and develop implementation strategy for integrating civilian payroll functionality into the enterprise human resources system

18-Month Outcomes/Targets